

Make it safe. Clean it up. Close it down.

State of Flats highlights banner year



DOE-RFFO Manager Eugene Schmitt addresses a record crowd at the Feb. 26 State of the Flats meeting.

By Mariane Anderson

Rocky Flats Field Office Manager Eugene Schmitt set the tone for the annual State of the Flats meeting Feb. 26, saying, "The end of the cleanup is truly in sight." Speaking to an audience of more than 80 people, Schmitt compared major risk factors from 1995 to the significantly decreased risk at the site today. Schmitt touted 2002 as a banner year for productivity. The site is 7 percent under budget and 7 percent ahead of schedule, demonstrating that more real progress had been made in 2002 than any year since the closure project began.

Alan Parker, president and CEO of Kaiser-Hill, expressed his optimism that the project will be completed by December 2006, and within budget, saying, "There is still a constant emphasis on safety, but the focus is changing from nuclear to industrial." He added that a six-year investment led to the unprecedented progress in 2002. He gave examples such as the emphasis on safety, reducing the Protected Area, refining the D&D strategy, constructing a new shipping facility and deploying proven tech-

nologies in new ways as keys to the success.

Schmitt and Parker also discussed priorities and challenges in the years to come. The stabi-

"There is still a constant emphasis on safety, but the focus is changing from nuclear to industrial."

Alan Parker

lization, packaging and shipping of plutonium metals and oxides must be completed, highly contaminated buildings must be dismantled, disposal pathways for orphan wastes must be identified and the work force must be

Assessor: WIPP Program pretty darn good!

By Lara Harrison

Last week 31 assessors from the Environmental Protection Agency, the state of New Mexico Environment Division and the DOE Carlsbad Field Office came to Rocky Flats to perform the annual WIPP recertification audit. After four rigorous days of following the waste process from generation to loading the TRUPACT-II, lead WIPP Assessor Charlie Riggs summed up our program as "pretty darn good!"

"The WIPP audit touched literally hundreds of people on site," said Material Stewardship Project Manager Mark Spears. "I want to thank all of the people who work with this

project every day for developing and maintaining such a high-quality program. At the out-briefing, Steve Zappe, the representative from the state of New Mexico said, "Once again you've demonstrated why we hold Rocky Flats as the example for TRU shipping in the Complex."

"The project worked hard to prepare for the audit, but this isn't something you can cram into two weeks of prep work," Spears said. "Our success is due to a consistent, compliant program we can be proud of."

The assessors looked at 20 primary areas made up of hundreds of sub-categories. They

transitioned to life after Rocky Flats.

Steve Gunderson from the Colorado Department of Public Health and Environment and Tim Rehder from the Environmental Protection Agency each opened their talks with agreement that a December 2006 closure is now within reach. Each recounted successes in environmental cleanup completed during the year and praised the site for the progress made toward closure.

Tony DeMaiori, United Steelworkers of America Local 8031 president, spoke about the dedication of his people in bringing about a safe and successful closure of Rocky Flats. He also emphasized the need for DOE to focus on the Energy Workers Compensation Program to speed up the processing of claims and ensure that impacted Rocky Flats workers and their families receive proper compensation.

Dan Chesshir, president of the Rocky Flats Security Officer's Independent Union Local 1, spoke

about the imminent effects the end of the nuclear mission will have on his work force and the difficulty in securing alternate positions for the well-trained and highly experienced security police officers.

Few questions were posed to the speakers, but many stakeholders stayed after the presentations to engage in one-on-one conversations with site managers.

When asked how he thought the evening went, Schmitt replied, "I'm pleased to have heard a consistent message from all of the speakers regarding the successes in 2002 and the belief that the closure project will be completed on time." Schmitt also said, "With the dedication and perseverance of the workers, the project will continue to be successful."

went to B371 and B707 to watch visual verification of waste as it was packaged into crates, solids analysis in B559, watched headspace gas sampling in B440 and B371, checked real-time radiography (RTR), nondestructive assay (NDA), training and procurement, just to name a few of the week's events.

At the end of the week, only five items were identified that warranted a Corrective Action Report. According to TRU Waste Program Manager Jerry O'Leary, the items will be closed out within 30 days after receipt of the audit report.

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Project *Roundup*

Another orphan waste finds final burial place

By **Lara Harrison**

As recently as last year, Rocky Flats had no disposal options for TRU classified waste. The logical disposal site was WIPP, but WIPP was not authorized to accept classified waste.

Rocky Flats worked closely with the

Albuquerque Operations Office and DOE Headquarters to get permission to send classified TRU waste to WIPP. Then WIPP had to propose a modification to the RCRA Part B Permit last year and get approval from the state of New Mexico and the New Mexico

Environmental Protection Agency. Permit modification was recently approved and the first TRU classified shipments will begin this month.

TRU classified waste could be included in any one of 20 different shipments scheduled to leave the site between now and July.

All drivers must have a security clearance to transport classified waste. Once the waste reaches WIPP, it is disposed of 2,200 feet underground at

the secured facility.

“The challenge now is managing the records from the classified drums,” explained Alan Rodgers, project manager for Waste and Transportation. “All of the waste we send to WIPP goes through characterization, including video tapes produced from Real-time Radiography (RTR). We will continue to store all of the records at Rocky Flats for the next year. Then they will be sent to the record center in Missouri.

“The real driver for getting classified waste off site is so we can empty the vault in B991 by the end of March and turn the building over to RISS for characterization and D&D by October,” said Rodgers.

In addition to the TRU shipments, after a year-and-a-half hiatus, low-level classified waste shipments to the Nevada Test Site have resumed. According to Rodgers, two shipments are scheduled to leave the site in the February/March timeframe. Once the low-level waste arrives at NTS, it is placed in a segregated storage cell.



Austin Major and Kathy Lombardi check waste travelers on classified drums in B559.

RISS and KH Construction bring down B112

By **Jackie Powers**

Employees driving west on Central Avenue on Tuesday, Feb. 25, got their last look at B112. By mid-morning, nothing was left of the 9,280-sq. ft. building but rubble. Demolition to slab by Kaiser-Hill Construction took 1 hour and 45 minutes. More than 20 end-dumps of construction debris have been removed to date.

“Pre-demolition activities, including asbestos abatement both in the facility and within the utility tunnels under the floor were the most involved part of the project, taking just under two months,” said Cameron Freiboth, RISS B112 program manager. “Steam and natural gas lines fed through the tunnel and into

building heaters and cafeteria equipment. Most of the other buildings on site received steam through the aboveground lines.”

B112, built in 1952, was one of the first cafeterias on site. Because of its location near B111, the cafeteria served a diverse group of patrons including senior executives, visitors and Steelworkers. The cafeteria closed in 1996 and the building was converted into office space for Internal Dosimetry. Telecommunications also used the building as office space until just before decommissioning activities began.

Most old-timers at Rocky Flats have fond memories of the B112 Cafeteria. For Cameron Freiboth and many others, it was the place where they had their first meal on site.

Blink, and they're gone Second Quarter FY03

- B112
- T441A
- T121A
- T886D
- B992
- 904 Pad Tents 8, 9, 10 and 11
- Plainview and United Power Lines
- 280 New landfill closed
- B444 outlying buildings, including the Paint Shed, B449, B449A, B449C, Shed 449, B427, B427A and B453



Trackhoes demolish B112 in 1 hour and 45 minutes.

envision

is published every other Wednesday for the benefit of all Rocky Flats employees. We invite your letters to the editor, story suggestions and comments. The deadline for approved stories is 10 a.m. on the Monday following AWS-Friday.

Vol. 9, No. 5, March 12, 2003

Editor: Jackie Powers, 303-966-5416
Mail stop T117A, Cube 59
jackie.powers@rfets.gov

Contributing to this issue:

Mariane Anderson	Bob Darr
Bill Badger	Lara Harrison
Ed Bodey	Jackie Powers
Pat Buffer	

Rocky Flats Photography Department
Rocky Flats Trucking Department



Construction finishes 904 Pad tent removal



Workers take down the final remnants of Tent 11.

By Jackie Powers

Trackhoe's "T-Rex" removed the last remnants of Tent 11 on March 3. K-H Construction and RISS began dismantlement of the tents the first week in January with the removal of tents 8 and 9.

"Removal of tents 10 and 11 was more involved," said J.R. Marshall, RISS program manager. "Each tent housed PermaCons; one was radiologically contaminated and the other suspected to be contaminated with beryllium (Be). The radiologically contaminated PermaCon was disassembled by hand, wrapped in plastic and sent to NTS as low-level waste. The suspected Be contaminated PermaCon was sent to Envirocare as mixed waste. A Pre-demolition Survey (PDS) was performed for both tents, and the PDS report sent to DOE and the CDPHE for approval."

Approval was received in late February. Tent 10 was removed on Feb. 27 and tent 11 on March 3. The disassembled tent structures were sent to the sanitary landfill in Erie.

Moving on

So you've made it to the interview

By Pat Buffer

You've developed a resume, applied for a position and now you've been invited to interview with your prospective employer. Do you know how to make yourself stand out? Do you know the do's and don'ts of an interview?

Employment experts say the typical interviewer makes his/her hiring decision in the first 30 seconds and spends the rest of the interview looking for reasons to justify it. Here are some tips on how to make a winning impression.

Before the interview

Learn as much as you can about the company and its salaries and benefits through libraries, local chambers, the Internet, etc. The more you know about the company, the easier it is to market yourself in the interview.

Learn everything you can about the particular job, and how your previous experience and training qualify you for the position.

Write down the things you will need to complete a job application – a background and experience list (former employers, schools, training, etc.), your resume (at least 5 copies,

because you may have to interview with several people) or a summary of your work experience, samples of your work, your Social Security card, driver's license, union card, military records, etc.

Write down questions you think the interviewers will ask, and your answers to those questions. Think about your answers, so you will be prepared when the questions are asked. Of course, you won't think of all of the questions that may be asked, however, this preparation will help you be more direct in your answers.

The interview

- *Always* go to the interview alone.
- *Arrive early* – lateness will hurt your prospects with 70 percent of interviewers.
- *Dress the part*. "I can tell by looking at an applicant how likely he/she is to be hired," said one personnel consultant. The best interviewing uniform is a dark-colored, well-fitting suit, with a below-the-knee skirt for women; a light-colored blouse or shirt; freshly polished shoes and an attaché case. Wear

minimal jewelry, keep makeup to a minimum and wear a conservative hairstyle. Don't overdress, yet don't look too informal. Just look neat, clean, well pressed, relaxed and confident. Professional interviewing attire applies to professionals as well as steelworkers and hourly. Always dress more conservatively for an interview than you normally do at work.

- *Bring samples*. Instead of telling the interviewer about your work, why not show it? Reports you've written, performance reviews and academic certificates can also be persuasive. If you are an hourly worker or Steelworker, you could bring photographs of the type of work you do. These may be downloaded from the site Intranet, or you can call Kaiser-Hill Communications for paper copies.
- *Observe etiquette*. Even if you're invited to do so, don't smoke, eat or drink during the interview. Address the interviewer as "Mr." or "Ms." unless the interviewer invites you to call him/her by first name. Never interrupt the interviewer or touch objects and papers on their desk. Let the interviewer direct the conversation.
- *Listen intently*. Pay close attention to the exact wording of each question and keep your reply on target.
- *Project enthusiasm*. Without sounding too hungry, you should convey a sense of excitement about the job you're applying for. Make only positive remarks about yourself, your experience, work history, education and what you can offer the company. Use plenty of action words, such as improved, solved, developed or originated.
- *Let the interviewer lead into conversations about benefits*. Your focus on these items can be a turn off. However, don't be afraid to ask questions about things that you really need to know.
- *When discussing salary, be flexible*. Avoid naming a specific salary. Answer questions about salary requirements carefully, saying something like, "I'm interested in the job as a career opportunity, so I'm willing to negotiate on the starting salary." However, don't sell yourself short.
- *Ask for the job*. The right close for any sales

Clarifying questions about WTP services

By Bill Badger

Questions have risen about the Feb. 20 special edition of Endvision that announced the Work force Transition Program. The Career Transition Center, at x8400, is available to answer specific questions. Questions that keep coming up or that affect the site are addressed below.

Q: Are the transition services and resources listed in the recent special edition available to me?

A: A wide range of services is available to Kaiser-Hill, Safe Sites of Colorado, Wackenhut, Rocky Flats Closure Site Services and lower-tier subcontractor employees. These services are not available to fixed-price subcontractors and Building and Construction Trades employees. DOE is actively pursuing policy and budget issues that may allow RFFO employees access to these services.

Q: I know several coworkers who have attended a Transition Orientation. What is it and are we required to attend because of a pending layoff?

A: As part of the Work force Transition Program, a Transition Orientation that provides an overview of all services available through the CTS is being offered to Kaiser-Hill, Safe Sites of Colorado, Wackenhut, Rocky Flats Closure Site Services and lower-tier subcontractor employees. Fixed-price subcontractors and Building and Construction Trades employees are not included in the Transition Orientations. Projects are already scheduling employees for the Transition Orientation. The orientation is offered to help employees understand the services available to help them transition from Rocky Flats to other job opportunities.

– Please see MOVING ON on Page 7



Procedure distribution goes electronic

By Andrew McGavin

Site Document Control provides control and distribution for more than 2,500 procedures, manuals, plans and instructions, ensuring that the current version of each is online and in the possession of registered, controlled copyholders. This entails processing nearly 3,000 new and revised documents and updates per year, and tracking the current status of nearly 25,000 individual controlled copies.

By April 18, site Document Control will largely discontinue hard-copy distribution of individual paper controlled copies. Instead, registered users will receive an e-mail message when updates are issued, connecting them with the updated online ver-

sion of the document. Eliminating distribution and maintenance of more than 20,000 individual paper copies will save an estimated \$284,000 per year to be refocused on closure activities. The savings will come both from reducing processing/reproduction costs and from freeing copyholders of the administrative burden of filing the many updates to their individual paper controlled copies.

Document Control will continue to provide controlled hard copy distribution where needed to support D&D/closure activities, to avoid negative impact on compliance/safety/security situations, and in locations where network access is not available. The Document Control Help Desk in T130G and satellites in B371,

B559 and B706 will continue to provide working copies to personnel performing technical work. The Help Desk and satellites will maintain hard copy document collections for emergency use. A Material Stewardship reference library will also be established in B460.

Most of the 1,100 existing controlled copy holders will receive an e-mail notification between March 17 and April 18 informing them that their paper controlled copies have been cancelled and that they will be notified electronically each time updates are issued to their documents. Individual requests to continue hard-copy distribution must be approved by your point-of-contact:

- B371 and B771: Brian Larsen
- B707/776: Terry Vaughn
- RISS: Frank Gibbs
- Material Stewardship: Jerry Long
- KH Construction: Gary Voorheis
- SE&QP: Dick Sexton
- Environmental: Dave Shelton
- Legal: Dana Lindsay
- P&I: Bill Harroun
- Administration: Gregg Crockett

Document Control is confident the new electronic system will benefit all site employees by giving immediate, ready access to the current and correct version of controlled documents. Clicking the site Doc Search link at the top of the Intranet home page will access online documents.

Who owns Buffer Zone mining rights?

By Bill Badger

If you use the West Gate to come and go from the site, you’ve probably noticed increased gravel mining operations on the north side of the West Access Road.

While the gravel mine is on Rocky Flats property, the sub-surface rights are owned by the McKay family, relatives of the Church family. The Church’s were one of three families that homesteaded several thousand acres of land on and around the Rocky Flats Mesa. The McKay family has leased a mining permit for 76 acres to Lakewood Brick and Tile, which is allowing Central Ready Mix to conduct gravel mining.

Mining occurs in part of the Buffer Zone due to complicated mining laws, some of which date back to the common law of England.

When the United States needed to acquire the land to build the Rocky Flats plant in 1951, the government approached the Lindsay, Church and Rogers families about the original 2,519 acres needed to establish the site. The families were reluctant to sell their property.

When negotiations over the land failed, the government utilized Eminent Domain, the right of society or the government to take private property for public use by virtue of its sovereign power over all lands within its jurisdiction, and condemned the land for the United States. However, the government was obligated to provide “just compensation” for the land under the Fifth Amendment of the Constitution. The landowners were paid fair-market value for their surface rights. The sub-surface rights were subordinated, meaning the landowners could keep the mineral rights but they could never mine from the surface.

The site was increased by 4,000 acres in subsequent purchases in 1974 and 1975. With these purchases, the government did not subordinate the mineral rights. This is why we see strip-mining on our property near the West Access Gate. However, of the nearly 4,000 acres of privately owned mineral rights in the Buffer Zone, only about 800 acres are currently permitted for mining. Owners of the remaining acreage have either not applied for permits, or there is nothing worth mining. The question of what will happen to the mineral rights after Rocky Flats becomes a Wildlife Refuge is still unknown.



The Central Ready Mix gravel mine can be seen on Rocky Flats property North of the West Access Gate.

New KHC logo reflects pride, patriotism



Kaiser-Hill Construction has a new logo thanks to four winners of the recently held KHC logo contest. Logo ideas from KHC employees Roberta Underwood, Ron Zukaitis, Eli Trujillo and James Meyer were selected from a field of more than 30 entries. Each of the four winners' ideas were combined into one logo. The result reflects the pride and patriotism of the team responsible for much of the demolition work on site.



A lesson learned: Wearing safety glasses vs. losing one's eyesight

By Bob Darr

Signs telling you to wear safety equipment and required personal protective equipment (PPE) are common at Rocky Flats. It seems that everywhere you go, you are directed to wear this, don't enter without that and such-and-such PPE is required.

Frankly, sometimes you get the feeling that wearing required PPE is a real pain in the neck. How often do you really need to put on that hard hat or those safety glasses? They just get in the way, make it hard to see and are uncomfortable.

If you ask Judy Yeater, a long-time Rocky Flats employee and the union co-chair of the Hazardous and Toxic Material Committee, you might change your mind. She'll tell you a story that will convince you that the discomfort you might feel when wearing PPE is nothing compared to the pain, suffering and loss you could face if something goes wrong.

Judy's son, Eric Needham, is a 25-year-old diesel mechanic. He hated wearing safety glasses while working. The only time he would wear them was when he was cutting something or when a manager or supervisor told him to. He really didn't think he needed to wear them all the time. Then his shop started requiring everyone to wear safety glasses all the time. He complied, and today he is thankful he did.

On Aug. 31, 2001, Eric was repairing an engine that was overheating. One of the checks was to disconnect and pressure-test the charge air cooler (CAC), which is a radiator that cools air coming from the turbo before it gets to the air intake of the engine. He capped one end of the CAC and attached a cap with a regulator, pressure gauge and compressor fitting to the other end. He hooked up his air compressor to the fitting and started filling.

Eric knew that the CAC should not be pressurized over 30 psi, so when he saw the pressure gauge hit 40 psi, he reached over to disconnect the air hose. But, he was too late. As he removed the air hose, the cap blew off, hitting him directly in the face. He was taken to the hospital where he received 15 stitches to his left

check and between his eyebrows. However, that was the least of his problems. Tests revealed he had a piece of metal lodged in the retina of his right eye, threatening permanent loss of sight.

The next day he underwent surgery. Eric's own words, written in a letter, best describe what he went through, beginning with that first surgery.

"The surgery took about two hours. They had to cut my eye open to remove the metal, and then they used a laser to repair the retina. Then they filled about 20 percent of my eye with a gas bubble. After that, I had to keep my head down for the next week to help keep the retina from detaching. They said it's like wallpapering your ceiling, the paper would never stay upright. But, if you filled the room with gas it would help hold the paper up until it was dry. It's the same thing with my eye."

"Well, about a week later my eyesight started coming back, but I noticed a gray spot in my vision. I went back to the doctor and they



found that scar tissue was causing the retina to detach. The next day I was back in surgery again. This time it took 3.5 hours. They had to scrape off the scar tissue and use a laser to tack-weld the retina back in place. This time, they completely filled my eye with a gas bubble and put a silicone band around my eye to compress it slightly, helping the retina reattach. I had to keep my head down for about two months, until the bubble was gone."

"I had to walk around looking at my toes, sleep on my stomach and watch TV in a mirror. Try it sometime, it does wonders for your self-esteem."

Although Eric was finished with surgery on

his retina, he needed cataract surgery five months later as a result of the stress to his eye from the other surgeries. He was out of work for three months and couldn't drive. Even taking care of his child was difficult.

"I've now lost 99 percent of the sight in my eye and only have some peripheral vision. Everything is distorted and conflicts with my other eye. I have no depth perception and I have trouble seeing small parts that were no problem before."

"This has been very hard on me and my family. I've had to retrain my eye and how I see. I've learned to overcome this and work around it, but it wasn't easy. I'm required to have a Commercial Drivers License for work, but now I'll lose it. My company may not fire me, but I can't quit and come back if I ever needed to. Plus, I'll probably have trouble getting hired by another company."

Eric received a disability settlement of \$60,000. All the lost wages already paid – approximately \$7,000 – were deducted from the settlement, leaving \$53,000.

"That sounds like a lot of money, but try this. Cover one of your eyes and look around you. Notice the difference in how things look and how much harder it is to focus. Notice how much less you see. Imagine living the rest of your life this way. Now think about this: What is your sight worth? Is \$53,000 really enough to replace the things you can no longer see? Is any amount of money enough?"

"My vision cannot be corrected and I am only 25 years old. I had my safety glasses on and I still got a piece of metal in my eye. You might say that the safety glasses didn't do me any good, but if I had not had them on, I could have ruptured one or both of my eyes and been completely blind. I realize now how important safety glasses are and I'm thankful for what I still have."

Eric asks all of us to consider this: Are your eyes, your life, your career and your family worth not wearing your safety glasses because they are a little uncomfortable, or make it a little harder to see?

one **FALL**
can **RUIN** it
ALL!

The illustration shows two circular icons. The left icon is a black silhouette of a person falling backwards, with arms and legs outstretched. The right icon is a white silhouette of a person in a wheelchair, facing right. The background is a light gray with a subtle grid pattern.

EMPLOYEE HOTLINES

7233	Safety Concerns Hotline (966-SAFE)
5900	Kaiser-Hill Employee Concerns Hotline
7016	DOE Employee Concerns Hotline (offsite call 1-800-269-0157, press 2)
2973	Security Hotline
7500	Computer Maintenance Hotline
5895	Document Services & Procedures Hotline
6792	Records Management Helpline
7777	Pollution Prevention Hotline
2001	Sanitary Waste Disposal Hotline
8137	Joint Company/Union Safety Committee (JCUSC)

1-800-541-1625 or 202-586-4073 DOE Office of Inspector General (OIG) Hotline

303-275-1757 Denver Office of OIG Investigations

A black and white illustration of a telephone handset. The handset is shown in profile, with the earpiece at the top and the mouthpiece at the bottom. The coiled cord is visible at the bottom.

RCTs train for new career

By Bob Darr

Hard work and dedication are closing Rocky Flats faster than most thought possible. However, that also means that site workers are rapidly working themselves out of jobs.

Kaiser-Hill management, United Steelworkers of America Local 8031 leadership and Bartlett Services, Inc., are working together to improve the future employment opportunities for radiological workers. Through their combined efforts, Rocky Flats Steelworkers have the opportunity to explore future employment opportunities in the commercial nuclear power industry.

Commercial reactor sites across the country regularly shut down at approximately 18 to 24-month intervals for three to 12 weeks to refuel and conduct regular maintenance.

Since power utilities typically lose \$1-2 million in income per day during these outages and spend millions more in refueling and maintenance, large numbers of radiological workers are needed to complete the job as quickly as possible.

The commercial nuclear power community is relatively small and, once you earn a reputation as a good worker, companies will come

calling, according to Dick Sexton, deputy director of Safety, Engineering & Quality Programs (SE&QP).

Lisa Cimino, B771, Doug Clausen, B371, Paul Ortega, B707; and Ruth Ortega, B559 participated in a pilot program for RCTs

last fall that sent them to the Callaway Nuclear Power Plant in Missouri to work on a refueling outage. They spent seven weeks working with people from all across the country and around the world. Their performance shows that Rocky Flats workers are marketable in the commercial nuclear power industry.

"I've heard nothing but compliments about our folks from the



Rocky Flats RCT's who worked the Callaway refueling outage, from left: Paul Ortega, Ruth Ortega, Lisa Cimino and David Clausen.

Callaway people," said Tony DeMaiori, Steelworker's Union president. "I've received several letters saying they did a phenomenal job. I think they guaranteed that Rocky Flats Steelworkers will be sought after in the future."

Their experience sets the stage for other Rocky Flats workers who want to continue working in the nuclear industry after site closure.

"I think we're creating one heck of an opportunity for our

members who want to remain in the industry," DeMaiori said. "There is a shortage of qualified techs around the country, so our people will be in demand."

He added that the relatively short-term nature of the work adds flexibility for those who want to continue to live in the Denver area.

The pilot program was developed through the cooperative efforts of the union, Kaiser-Hill management and Bartlett. Last year, Ken Powers, K-H vice president and then Safety, Engineering & Quality Programs program manager, met with union leaders to talk about what was next for the Rocky

Flats work force. Powers' experience in the commercial nuclear world convinced him that former Rocky Flats workers are a valuable resource that can help fill an industry shortage of qualified, skilled workers.

Powers brought in Sexton and Mark Lesinski, both of whom have a commercial nuclear background, and they started looking at ways to introduce Rocky Flats workers into the commercial work force.

A key to opening the door to commercial work was the Steelworkers integrating with the Bartlett RCTs and bringing them into the D&D world. In exchange

for the experience and an entry into D&D work, Bartlett agreed to share its end of the commercial nuclear world with the Kaiser-Hill techs.

"We made a good merger with the Bartlett and K-H techs," DeMaiori said. "We've developed strong, long-term relationships with both employers and are creating more opportunities for everyone."

To prepare the Rocky Flats RCTs for the difference in the radiological conditions and basic power reactor systems, Bartlett personnel designed and conducted an 80-hour, customized training program. The training also prepared them to pass the Northeast Utilities Test, which qualifies RCTs, or health physics technicians (HPTs) as they are known at commercial sites, to work as senior technicians at a nuclear power plant.

Kaiser-Hill funded this important work transition pilot project. RCTs were allowed to attend training on company time. In the future this training will be offered to those interested RCTs as part of the site career transition program. The union, K-H and Bartlett made sure the training qualified for the site's continuing education program so workers won't have to worry about paying for it.

Once they arrived at Callaway, they underwent an additional two weeks of site-specific training before they started work.

"The techniques we use here at Rocky Flats are very similar to what they use at a commercial site," said Paul Ortega. "We all deal with radiological control, but they are more concerned with penetrating radiation, while our hazards are primary particulate contamination."

The difference is in the isotopes present at power plants, he said. At Rocky Flats they deal



Health Physics Technicians (HPTs) at a remote monitoring station check on the progress of work during refueling at Callaway.



Lisa Cimino, B771 RCT, surveys for radiation around process piping during the Callaway refueling outage.

pitch is to ask for the order. A job interview is no exception – you’re selling yourself! If the employer doesn’t offer you a job or say when you will hear back about it, ask when you may call to find out about the decision. If the employer asks you to call or return for another interview, make a written note of the time, date and place.

- *Thank the employer for the interview* and reaffirm your interest and qualifications for the job.
- *Send a thank-you note.* Immediately after the interview, send a thank-you note to each person with whom you spoke. Use a thank-you note as another sales tool. Send the interviewer something extra, such as an article on a topic you discussed, a mention of common interests that emerged during the interview, or stress one or two of your best selling points.

Common questions

Here are some questions commonly asked by interviewers and suggestions on how to field interview questions.

- *Tell me about yourself.* Simply outline several of your strong points and accomplishments. Mention educational achievements, honors and scholarships, internships and extracurricular activities. When you’ve run through your accomplishments, make a summing-up statement and then STOP talking.
- *What qualifies you for this job?* Always mention your most impressive qualification first. Your opening line is frequently what really registers with an interviewer. Prepare some success stories ahead of time, and then drop them casually into your answer.
- *Why do you want to work for this company?* Avoid answers like “It’s convenient to my home” or “The salary’s good,” which sound frivolous. Instead, show that you’ve done homework on your prospective employer – quote something from brochures, catalogs or

other promotional literature that you’ve researched ahead of time.

- *Why are you leaving your present job?* Never say anything negative about your current or most-recent employer and don’t mention money as a motivation. The safest way to respond is to indicate a desire for greater responsibility and challenge, or the opportunity to use talents that are underutilized in your present or most recent position. You can also tell them that through the efforts of all involved, Rocky Flats is closing ahead of schedule and under budget. Your job at Rocky is ending and, therefore, you’re seeking employment with a company that can utilize your strengths.
- *Where do you see yourself in five years?* Frame your reply along these lines – “I see myself spending time paying my dues, then gradually gaining increased responsibility.”
- *What are your weaknesses?* A good approach is disguised strengths, such as “I dislike it when I’m unchallenged by my work.”
- *What are your strengths?* You should highlight the qualities that will help you succeed in this particular job, i.e., determination, a persuasive personality and friendliness.
- *Describe a typical day on your present job.* Don’t make the common mistake of inflating your position. Mentioning the routine tasks you do adds realism to your description and shows that you don’t neglect important details like paperwork.

Be prepared to respond to other questions that might be asked, i.e., what did you like best/least about your most recent job? In what type of work environment do you thrive? Tell me about your favorite/least favorite supervisor? What would you have changed about your last job and why? What is your most satisfying career achievement? How do you fit within the organization? Then if possible, obtain a business card from the hiring manager for post-interview contacts.

Keep in mind that there are questions that

interviewers probably shouldn’t ask, such as, Do you plan to have a family? What are your child-care arrangements? What is your marital status? Do you belong to any union? Have you ever-received psychiatric or psychological treatment? How old are you?

According to the Equal Employment Opportunity Commission, if the purpose of the question is to judge an applicant’s competence, it’s legal. However, it is illegal when the intention is to screen out certain applicants in a discriminatory manner. If an interviewer does touch on a taboo topic and if you think the answer will help rather than hurt your chances for the job, you may choose to answer the question.

The test

For some jobs, you may need to be prepared to take a test – aptitude, practical, literacy, personality, honesty and integrity, or physical ability. Usually, the job announcement or ad will say if a test is required but, in any event, you should be prepared. Make a list of what you possibly will need for a test – pencil, eyeglasses, I.D. Review your list before leaving for the interview.

After the interview

Make each interview a learning experience. After it’s over, ask yourself if you followed the recommendations above.

Make a list of specific ways you can improve your next interview. Remember that practice makes perfect. The more you interview, the better you get.

Realize that hiring takes time. Give the interviewer time to evaluate you. Allow two to three days before you call them. If after two weeks you have not heard anything, keep moving forward but don’t become frustrated.

Prepare carefully, stay motivated and market your job talents – then you’ll get a job that uses your skills and pays you well.

SE&QP sponsors new safety courses

- Fall Protection Class – taught by MSA ROSE, April 16 and 17. This day and a half long class includes great information concerning fall protection safety and provides an opportunity to experience a short fall while wearing fall restraint equipment.
- Scaffold Safety Class – taught at Red Rocks Community College, March 24 - 26. This is an in-depth, three-day course on scaffold safety. Participants will learn about different types of scaffolds, their use and limitations, as well as assemble and disassemble three different scaffold types.
- Electrical Safety – taught on site by Red Rocks Community College staff, April 29 - May 1. This in-depth, three-day course will jolt participants into doing electrical tasks safely.

The number of participants who may attend is limited, but the classes are open to site personnel who need information on these topics. Please check with your supervisor for permission to attend and call Cristina Barthle, x2147, to sign up.

SE&QP is also considering providing an asbestos inspector class on site. Interested parties should contact Barthle, x2147.

RCTS train for new careers

–continued from Page 6

with materials that emit alpha radiation, while a power plant is fueled by material emitting beta and gamma radiation.

“We do the same kind of work, under the same fundamental principles,” Ortega said. “We have the same kind of RWPs, limits, suspension guidelines and PPE.”

All four RCTs said the experience was very beneficial, and all are interested in working outages at other commercial sites in the future.

“It was a little intimidating going out on the floor for the first time,” Dave Clausen said. “But all the people we worked with were really great and made us feel welcome. Once we got going, we felt right at home.”

Although the pilot program workers were all RCTs, DeMaiori said he expects other workers to also have a chance to explore the commercial

nuclear power world.

“We’re looking at opening up opportunities for maintenance workers, RCTs, decon workers, rad techs, pipefitters, laborers and others in the future,” DeMaiori said. “We want to provide all the tools and support we can to help our members stand on their own after they leave Rocky Flats.”

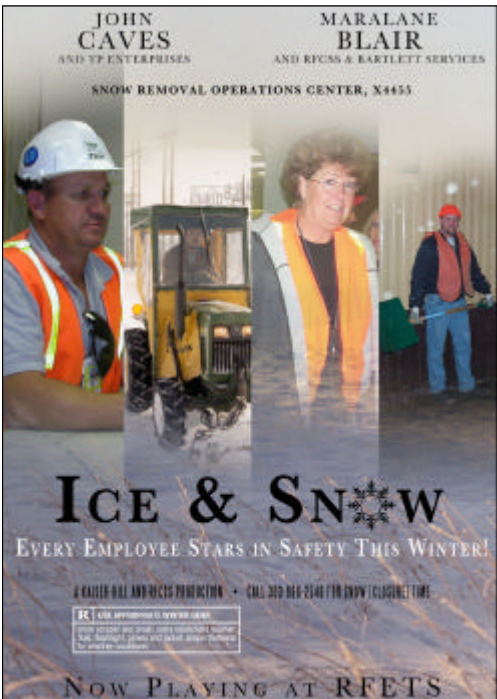
Based on the response from the Steelworkers who worked the Callaway outage, those tools and support can go a long way toward easing worries about the future.

“We’re all concerned about what is going to happen to us after Rocky Flats closes,” Lisa Cimino said. “But opportunities like this show us that maybe they do care about us. Having options like this helps give you hope for the future.”

Waste leaves site every 25 minutes last week



By Lara Harrison
Material Stewardship sent 88 shipments off site for disposal the last week of February. This means a shipment left every 25 minutes of the workday that week.
The shipments included 55 truckloads of low-level mixed waste from the 903 Pad and pond-sludge projects, 27 low-level shipments of legacy and newly generated D&D waste and six TRU shipments. A total of 2,245 m³ was shipped that week compared to the previous week high of 1,938 m³.



declassifieds

AUTOMOBILES/
MOTORCYCLES

Fifth wheel tailgate, new \$300, asking \$150. Super duty air lift bags, new \$250, asking \$125. Both fit Dodge 3/4 ton pickup. Lou, 303-456-8379

1974 Chevy pickup, strong engine, new brakes, shocks, tires, starter and battery. Good for hauling. \$800, Greg, 303-438-1585.

1976 BMW 2002, 118,000 miles, red, Recaro leather interior, 5,000 miles on rebuilt engine with 320i fuel injection, 5-speed, rebuilt limited slip TII rear axle, new tires/struts/shocks. Tim, 303-278-0540.

1984 Bronco full-size 4x4, mechanically sound, \$1,000. Val or Ernie, 303-279-6245.

1989 F-250, 4x2 460 C.I. automatic, XLT Lariat, heavy-duty tow package, Supercab, new tires, wheels, brakes, excellent condition, 86,000 original miles, \$5,600 or best offer. Dan, 720-540-9959.

1991 Ford Taurus SHO, new Michelins, lowered suspension, professionally done, recent paint, needs nothing, \$4,900. Jonathan, 303-940-8756.

1991 Plymouth Colt, 112,000 miles, new tires and CD player, needs transmission work, \$750 or best offer. Lynne, 720-934-5681.

1992 Eagle Talon Tsi AWD coupe, 4-cylinder, 2.0L turbo, 5-speed, 95,000 miles, AC, power, cruise, leather inte-

rior, rear spoiler, tinted windows, clean, silver & black, looks fast, runs fast, great car, \$4,500 or best offer. Jim, 303-423-2405.

1992 Jeep Wrangler Islander, 4.0L, 132,000 miles, 5-speed, hard top with bikini top and windbreaker, ski rack, \$4,500. Jeff, 303-427-4272.

1992 Honda Accord EX, 4-door, white, automatic, PW, PL, sunroof, spoiler, 169,000 miles, well maintained, runs great, excellent commuter, \$3,650. Don, 720-529-6784.

1995 hardtop for Jeep Wrangler, black with tinted windows, excellent condition, \$800 or best offer. Maria, 303-665-3221.

2000 Honda XR 100 dirt/trail bike, excellent condition, \$1,400 or best offer. Ken, 303-637-0531.

2001 Camaro, navy blue, 36,000 miles, black interior, power windows, chrome wheels/tires stock, \$14,000. John, 303-659-2987.

MISCELLANEOUS

Sliding-glass door panel for large dog. Lisa, 303-430-9020.

Large Dogloo. Mark, 720-201-4701.

Townhome for Rent: Very nice. New carpet, new paint, hardwoods, 1,050 square feet, 2 BR, 2 bath, AC, gas fireplace with fan, 2-car attached garage, pool, tennis, next to Lake Arbor Golf Course.- \$975 (includes water, garbage, all exterior services). Chris, 303-940-1979.

Frisco condo, minutes from Keystone, Breckenridge, Copper Mountain, A-Basin, 3 bedrooms, 2 baths, kitchen, indoor pool and hot tub, sleeps 6, \$180 per night, call for availability. Donna, 303-420-6848.

Doggie door for mid-size dog, fits any standard sliding-glass door frame unit, easy entry/exit for your pet, \$50. Linda, 303-451-8973.

Breweriana collectors: Commemorative Coors mugs, mostly glass, from expansion east and new product intros, make offer. Heidi, 303-467-9184.

Baby items: Graco recliner swing, \$18; Graco highchair, \$25; Graco jumpster, \$15; Graco activity center, \$20; Nojo baby sling, \$10. Melissa,

303-637-9738.

D.P. Fit for Life treadmill with lever speed control and adjustable height, \$75; Cadence 4.0 treadmill, adjustable height, \$75. John, 303-659-2987.

Diamond tennis bracelet, 1 ctw, with appraisal of \$2,800, will sell for \$1,000. Val or Ernie, 303-279-6245.

300 lb. Weider olympic weight set and 300 lb. Gart Bros. olympic weight set, both in new condition, 7-ft. bar included. Jeff (303)816-9373.

WANTED

Double-axle flatbed or similar trailer, gooseneck or BP. Keith, 970-532-3359.

Attention Bargain Hunters!!!

Great deals on equipment, tools, and office furniture can be found at Rocky Flats property sales and auctions.

And now there's a web site to check on upcoming sales opportunities.

www.ilsicorp.com

Declassifieds

- Only Rocky Flats Site employees are eligible to place ads.
- Please use the form at right to submit your ad. Or send your ad via e-mail to Jackie Powers, or via the Intranet (Home Page/News & Info/Communication Division/Declassifieds).
- Ads should be no more than 20 words.
- Check category in which the ad is to be included.
- Home phone numbers must be used in the ads, except for items in the Lost/Found and Vanpools/Carpools categories.
- Site extension must be included (in case information needs to be verified).
- Only one ad per issue (ads will not be re-run unless they are resubmitted).
- Ads for garage sales or personal businesses will not be run.
- Ads for real estate can be placed only by owners and will include the phrase "for sale by owner."
- No ads for guns/other weapons will be accepted.
- Mail or bring ads to T117A, Cube 74.
- Declassifieds are accepted on a first-come basis.
- Deadline is six working days before the desired publication date.
- Employees who submit fictitious ads will be subject to disciplinary action based on company standards of conduct.

Category (check one)

- Animals
- Automobiles/Motorcycles
- Lost/Found
- Miscellaneous
- Trailers/Campers/Boats
- Vanpools/Carpools
- Wanted

Text:

Name (first and last): _____

Home phone: _____ Site extension: _____